AN FY 01-07





his is the second edition of the TRADOC Command Plan, representing the first complete cycle of the Command Program Management System (CPMS). It is the first, critical part of a process that begins with a delineation of our missions, vision, goals, and objectives, followed by the formal linking of our work with available resources through the installation resource contracts. Finally, goal achievement and contract execution are tracked and evaluated through semiannual Review and Analysis (R&A). This document is designed to capture the essence of the command by prioritizing our work, helping us steward our resources, and making certain we are doing the right things.



Our goals and objectives must support a commitment to change that will result in a comprehensive transformation of The Army and TRADOC. We are at the forefront of leading The Army through a major effort that will ensure the force is strategically responsive and dominant at every point on the spectrum of operations, now and into the future. We must support the development of an inclusive training program that allows units to effectively transition between high-intensity combat to stability and support operations.

To that end, we will stimulate the development of doctrine, organizational design, and leader training. This requires adaptive learning organizations, able to fully integrate live, virtual, and constructive systems that support units in garrison and while deployed. We must develop leaders for joint warfighting and continue active participation in joint doctrine development, experimentation, and exercises. The Army's future doctrine must enable core warfighting capabilities while increasing our strategic responsiveness and dominance over an expanded range of mission environments and threats. Training remains the connective thread that allows The Army to develop and sustain proficiency for all other missions, despite the many tasks The Army faces.

TRADOC has embarked on reengineering the way we conduct training, access officers and soldiers, formulate The Army's warfighting requirements, and sustain mission-support functions in TRADOC. In the near-term, we must sustain our foundation while stewarding our resources. In the long-term, the goals and objectives we have established will support the accomplishment of our core missions and will fuel our ability to make The Army persuasive in peace and invincible in war. TRADOC has a responsibility to the Nation and to The Army to effectively and efficiently recruit, train, educate, and equip America's land force. The success of The Army, on any battlefield or in any environment, depends on the foundation we build.

JOHNN. ABRAMS General, U.S. Army

Commanding



HEADQUARTERS, U.S. ARMY TRAINING AND DOCTRINE COMMAND

Fort Monroe, VA 23651

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U.S. ARMY TRAINING AND DOCTRINE COMMAND





ACCESS THE FORCE

TRAIN THE ARMY

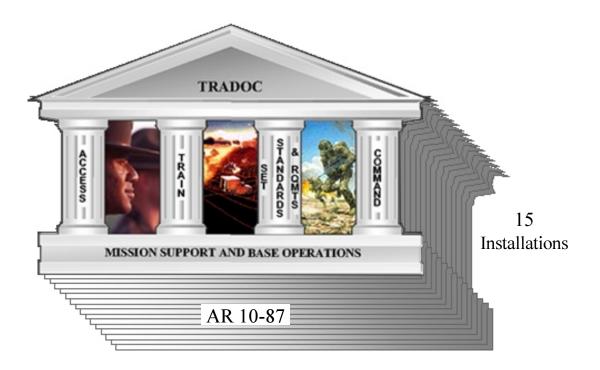
SET THE ARMY'S STANDARDS AND REQUIREMENTS COMMAND ASSIGNED ACTIVITIES AND INSTALLATIONS



TO PREPARE THE ARMY FOR DECISIVE VICTORY IN THE FULL RANGE OF REQUIRED JOINT AND COALITION OPERATIONS THROUGH:

- ACCESSING AND TRAINING THE ARMY'S SOLDIERS AND LEADERS AND PROVIDING DISCIPLINED COMBINED ARMS TRAINING ENVIRONMENTS FOR UNITS.
- BALANCED DEVELOPMENT OF CONCEPTS, REQUIREMENTS, AND PRODUCTS IN DOCTRINE, TRAINING, LEADERSHIP, ORGANIZATIONS, MATERIEL, AND SOLDIERS.
- PROVIDING READINESS INFRASTRUCTURE FOR TRAINING AND PROJECTING ARMY FORCES.
- BUILDING A COMMAND ENVIRONMENT THAT PROMOTES SAFE, VALUES-BASED, AND DISCIPLINED OPERATIONS.





COMMAND PRIORITIES

Remain committed to Army near-term readiness:

- Train the load.
- Access the force.
- Provide mission support required to train the load.

Sustain TRADOC's readiness capability to perform our mission:

- Maintain core requirements for the daily business of TRADOC.
- Improve soldier quality of life.
- Maintain and operate installations and facilities.

Prepare the Army for the future:

Develop soldiers, leaders, doctrine, materiel, training, and organizations to meet tomorrow's land combat challenge.







The ODCST mission is to prepare the Army for war by providing policy, guidance, and resources to develop and sustain the Army Training and Leader Development System now and in the future.

<u>Vision</u>

Lead the current Army's training effort by sustaining the development of quality soldiers and relevant products. Shape the Army Training XXI training in units and training institutions utilizing informationbased technology.

Goals

The Deputy Chief of Staff for Training's goals support the ODCST mission and vision and guide the allocation of resources. We will oversee and support the recruiting and accession of soldiers. We will accept the annual training mission and produce the graduates required to man the force. We will teach and mentor the soldier students with capable, competent, highly trained, and motivated instructors. We will implement Army Training XXI initiatives to develop modern, digital training, using distance learning techniques, and use automated tools to plan and manage the training system.

DCST Goal 1. Train the load with improved, more efficient and effective training strategies.

DCST Goal 2. Implement the Institutional Digital Education Plan (IDEP) NLT FY 02.

DCST Goal 3. Continue implementation of Officer Professional Management System (OPMS) XXI and Intermediate Level Education (ILE) Initiatives.

DCST Goal 4. Develop training strategies that capitalize on the use of simulators and reduce Platform OPTEMPO NLT FY 01.

DCST Goal 5. Continue implementation of the Army Distance Learning Program (ADLP) in accordance with approved plan and resources provided.



DCST Goal 6. Support training and education by improving The Army information technology infrastructure.

DCST Goal 7. Ensure all staff and faculty personnel are properly trained and prepared to instruct, develop, and evaluate training programs/materials.

DCST Goal 8. Develop and implement the new Army Training Strategy.

DCST Goal 9. Develop and integrate The Army's collective training efforts and programs.

DCST Goal 10. Provide operational and training feedback to the Army.

DCST Goal 11. Modernize the CTCs to keep pace with Army Transformation.

DCST Goal 12. Assist the U.S. Army Recruiting Command (USAREC) in meeting its mission in recruiting and accessing soldiers.



TRADOC COMMAND SAFETY OFFICE



Mission

Enhance TRADOC mission accomplishment through aggressive accident prevention, enforced standards, and the effective application of risk management.

Vision

To inculcate safety and accident prevention in all Army training and operations through the integration of risk management in Doctrine, Training, Leader Development, Organization, Materiel, and Soldiers (DTLOMS).

Goals

As the Command Safety Director, support and advise the CG, his staff, and field commanders in accident prevention and risk management integration.

CSO Goal 1. Provide a systemic means of ensuring a safe and healthful working and living environment is maintained at all TRADOC installations, activities, and schools.

CSO Goal 2. Reduce disabling injuries and accident rates.

CSO Goal 3. Fully integrate risk management into all current missions and functions in accordance with (IAW) TRADOC Regulation 385-2, TRADOC Safety Program, and Field Manual 100-14, Risk Management.

CSO Goal 4. Establish a fire truck procurement program to align and maintain the TRADOC Non-Tactical Vehicle (NTV) fire truck fleet to Department of Defense (DoD) minimum standards.

CSO Goal 5. Maximize information technology applications to disseminate risk assessment policies and accident prevention procedures to the field.

CSO Goal 6. Provide issues to senior Army leadership for integration into TRADOC safety programs.

CSO Goal 7. Serve as staff agency for execution and functional management for Installation Safety and Occupational Health Inspection and Fire and Emergency Services (F&ES) Programs.





The Deputy Chief of Staff for Education (DCSED) will prepare the Army for war by facilitating successful implementation of The Army School System (TASS) and complete the conversion of the current three separate institutional training operations into a single system that enhances Army readiness by assuring soldiers train to one standard.

Vision

As the architect of the 21st Century TASS, finalize the transition of the three separate component training programs to an efficient and effective fully integrated military educational system that promotes standardized institutional training to the Army.

Goals

During FY 01, the Office of the Deputy Chief of Staff for Education (DCSED) will complete a restructuring initiative focused on consolidating Regional Coordinating Elements (RCEs) into TASS Integration Elements (TIEs) to reduce overhead and promote efficiency. The DCSED is monitoring the second three-year (effective 1 Oct 99 (FY 00)) accreditation cycle of 136 Reserve Component battalions and the initial accreditation for proponent schools. Throughout FY 01, the DCSED will develop, refine, and implement a strategy to ensure the success of Army National Guard Division Redesign Study (ADRS) Phase I (00-05 6,580 reclassification training requirements). These goals represent a commitment to maximizing resources while focusing on the implementation of a seamless Army school system.

DCSED Goal 1. NLT 30 Sep 01, schedule and teach only The Army Training System Courseware (TATS-C) courses.

DCSED Goal 2. NLT 30 Sep 07, complete the Army Division Redesign Study (ADRS) facilitation effort.



DCSED Goal 3. NLT 30 Sep 01, improve TASS Quota Utilization Status to 95 percent.

DCSED Goal 4. NLT 30 Sep 01, improve TASS Accreditation Status to 100 percent.

DCSED Goal 5. NLT 30 Sep 01, improve TASS Class Performance Status to 95 percent.

DCSED Goal 6. NLT 30 Sep 01, maintain Title XI (Active Component Support to the Reserve Component) fill percentage at 95 percent.





DEPUTY CHIEF OF STAFF FOR BASE OPERATIONS SUPPORT



Mission

To integrate Base Support/BASOPS services to support TRADOC installations, garrison commanders, and Major Subordinate Commands to sustain Base Operations support and quality of life.

Vision

To be recognized by our customers as the Army's champion for excellence in Base Support/BASOPS support; a caring values-based organization committed to providing bold, integrated solutions to the full range of BASOPS issues.

Goals

The DCSBOS goals focus on maximizing the abilities of TRADOC installations in executing their missions while providing effective and efficient customer service in a competent, responsive manner. Achieving these goals requires a motivated, trained, and productive workforce employing information dominance across all aspects of installation management. In this manner, DCSBOS can now, and will continue to, ensure TRADOC's capability to execute its mission.

- DCSBOS Goal 1. Maximize the ability of installations to execute their missions.
- DCSBOS Goal 2. Provide effective and efficient customer service.
- DCSBOS Goal 3. Develop and maintain a motivated, trained, and productive workforce.
- DCSBOS Goal 4. Achieve information dominance the right information at the right time to make the right decisions.
- DCSBOS Goal 5. Be known as a competent, efficient, and responsive organization.







DCSRM formulates, allocates, administers, and reviews the utilization of TRADOC funding and manpower programs to execute TRADOC's mission, and serves as principal advisor to the CG and TRADOC's command and staff on finance, resource, and management matters and programs.

Vision

To be a team of highly motivated, competent resource management professionals, engendering trust and confidence in those we serve.

Goals

DCSRM's goals focus on supporting TRADOC's mission by obtaining adequate resources and allocating them in a manner that balances the funding and requirements across all missions, consistent with CG priorities. Vital to achieving our goals are developing usable and credible resource models, executing essential programs, and providing key resource management services that ensure the stewardship of TRADOC's resources.

DCSRM Goal 1. Obtain adequate resources to support the accomplishment of TRADOC's missions.

DCSRM Goal 2. Program and distribute resources in accordance with command priorities.

DCSRM Goal 3. Strengthen TRADOC's stewardship of resources.



TRADOC COMMAND PLAN DEPUTY CHIEF OF STAFF FOR INFORMATION MANAGEMENT



Mission

Define, execute, and enforce Information Management (IM) and Information Technology (IT) policies, standards, architectures, programs, plans and budgets for: Automation, Telecommunications, Printing and Publishing, Records Management, and Information Systems Security.

Vision

Exploit current and emerging information technologies to provide the information technology capabilities needed for execution of TRADOC's business processes and core missions.

Goals

TRADOC's goals in information management and technology for FY 01-07 focus on the expanded use and modernization of information technologies and infrastructure, increased protection of our networks and the data transported on those networks, and beginning the effort to better align IM/IT resources with requirements and the emerging standard levels of service – all intended to best support the current and emerging business processes within TRADOC, the Army, and DoD.

DCSIM Goal 1. NLT 30 Sep 07, expand TRADOC's common user networking and computing by supplementing the Installation Information Infrastructure Modernization Plan with information management infrastructure upgrades in order to achieve full operational capability for TRADOC's identified data requirements.

DCSIM Goal 2. NLT 30 Sep 07, improve the Information Systems Security (ISS) posture within TRADOC.

DCSIM Goal 3. NLT 30 Sep 01, reduce the use of printed materials/documentation within TRADOC.

DCSIM Goal 4. NLT 30 Sep 03, provide adequate Wide Area Networks to TRADOC installations and TRADOC schools on non-TRADOC installations.

DCSIM Goal 5. NLT 30 Sep 07, expand electronic recordkeeping TRADOC-wide.

DCSIM Goal 6. NLT 30 Apr 01, institutionalize Standard Levels of Service (SLOS) and cost estimation procedures for information management and information technology services within TRADOC.



TRADOC COMMAND PLAN DEPUTY CHIEF OF STAFF FOR COMBAT DEVELOPMENTS



Mission

The ODCSCD mission is to formulate the Army's warfighting requirements by providing policy, guidance, and resources to execute the requirements determination process. Our disciplined approach to change is characterized by: development of warfighting concepts and supporting Organization and Operational concepts (O&Os); identification of Future Operational Capabilities (FOCs); focus of the Army's science and technology effort; rigorous analysis and experimentation; determination of warfighting requirements; conduct of periodic reviews to ensure operational requirements remain nested in emerging concepts; and assisting Department of the Army in presenting and justifying requirements to the Joint Staff, Office of Secretary of Defense, and Congress.

Vision

Lead the HQ TRADOC Army transformation effort to ensure the Force is strategically responsive and dominant at every point on the spectrum of operations, now and into the future. Efforts will preserve the overmatch ability of the legacy force (mechanized and light), while simultaneously informing the transformation process (emerging interim and objective forces).

Goals

The Combat Developments community is actively engaged in transforming the Army to meet 21st Century requirements by creating the operational force designs to realize improvements in the warfighting capability and strategic responsiveness in joint operations. Key efforts focus on



transforming the operational force to provide full-spectrum capability to better deal with small scale contingencies without risk to the Army's primary role to fight and win major theater wars. Crucial to this effort is development of capabilities for the objective force.

DCSCD Goal 1. Create operational force Organization and Operational Concepts (O&Os) and designs which meet Army Transformation Campaign Plan (ATCP) objectives for Interim and Objective Force.

DCSCD Goal 2. Develop future operational capabilities for the objective force, include collaboration with HQ Army Materiel Command (AMC) and Assistant Secretary of Army (Acquisition, Logistics, and Technology) (ASA(ALT)) to assure that Science and Technology (S&T) programs are focused on priority capabilities.

DCSCD Goal 3. Develop and execute experimentation to provide critical insights for O&O and FOC development and subsequent generations of DTLOMS requirements.

DCSCD Goal 4. Develop and defend key recapitalization activities to maintain legacy force's combat overmatch; includes collaboration with HQAMC and ASA(ALT) to assure the S&T programs are focused on priority capabilities.

DCSCD Goal 5. Develop and defend requirements to meet O&O concepts. Includes a DTLOMs-integrated resourcing approach.

DCSCD Goal 6. Develop and operationalize two Initial Brigade Teams at Fort Lewis, WA.







Develop and administer policy for the TRADOC Doctrine Program. Develop, review, and coordinate Service and Joint doctrine, to include writing and publishing selected echelons-above-corps, joint, combined, and multi-service doctrine. Conduct broad studies of warfare to about the year 2025, frame issues vital to the development of the U.S. Army after about 2010, and provide issues to senior Army leadership in a format suitable for integration into **Army Transformation and TRADOC Combat** Developments programs. Manage the DA International Staff Talks Program and TRADOC's participation in international and NATO/American, British, Canadian, and Australian (ABCA) multinational force compatibility fora. Develop a comprehensive program for marketing Air Land Sea Application (ALSA) products and capabilities.

Overall Goals

DCSDOC's primary goal is to integrate doctrine - Army of Excellence, Army XXI, transformation, Joint, multi-service, and multinational. Supporting goals are to modernize the process by which doctrine products are disseminated to the field while creating a doctrinal review process that prioritizes the development of new and revised field manuals in TRADOC. The Army After Next program goals are to conduct broad studies of warfare to about the year 2025; framing issues vital to the development of the Army after about 2010; and to provide issues for the senior Army leadership to integrate into TRADOC Combat Development programs. International Engagement goals include supporting the National Military Strategy of engagement and the Commander-In-Chief's (CINC's) theater engagement plan and enhancing U.S. Army capabilities for combined/multinational operations.



Doctrine

Vision

The Army's doctrine must be systemically tailored to meet the needs of the Army in the 21st Century and keep up with the changes occurring in the institution as a whole. Consequently, a holistic view of the Army's doctrinal effort, to include joint, multi-service, and multinational, must be taken to ensure a proper mix and prioritized effort across the force is effected. Doctrine development and promulgation must be viewed in the same manner as the materiel that makes up the digitized and analog forces – it must be developed and fielded as a system of systems. It must be anticipatory. While relying on the foundations of the past, it must take insights from an investigation of future enemies and our own force capabilities, then point the way for leaders of the 21st Century in the conduct across the full continuum of operations from warfare through humanitarian assistance and homeland defense.

Goals

DCSDOC Doctrine Goal 1. Integrate Doctrine: Army of Excellence (AOE), Army XXI, transformation, joint, multi-service, and multinational.

DCSDOC Doctrine Goal 2. Modernize the processes by which doctrine products are disseminated to the field.

DCSDOC Doctrine Goal 3. Create a doctrinal review process that prioritizes the development and reduction of field manuals in TRADOC.

Army After Next (AAN)

Vision

As an Army Regulation 5-5 (Army Studies and Analyses) study program, the Army After Next Project continues its original mission to conduct broad studies of warfare to about the year 2025, frame issues vital to the development of the U.S. Army after about 2010, and provide issues to senior Army leadership in a format suitable for integration into TRADOC combat development programs. In FY 00, the project reengineered, and in FY 01, focuses in support of Army Transformation, guided by the Army Vision and the Army Transformation Campaign Plan. DCSDOC will run the Army Transformation Wargame, including pre-game concept development and post-game analysis with priority of effort to enabling Quadrennial Defense Review (QDR) understanding of the Army Transformation. FY 01 Study and Wargame outputs will support: TRADOC concepts and capabilities development and refinement, Objective Force Refinement, Army pre-QDR effort under the VCSA, Transformation Campaign Plan Lines of Operations. Through FY 03, AAN envisions a multi-year study and wargaming effort to support key Army decisions about the Objective Force; from FY 04-07, AAN will assist in the refinement of the FY 03 Transformation Campaign Plan.



Goals

DCSDOC AAN Goal 1. Support the Army Transformation Strategy.

DCSDOC AAN Goal 2. Support development, analysis, and refinement of the Objective Force.

DCSDOC AAN Goal 3. Support refinement of Concepts, Capabilities, and Key Enablers.

International Engagement

Vision

Manage and execute all TRADOC and selected Army-to-Army bilateral and multinational activities with allied and friendly countries.

Goals

DCSDOC International Engagement Goal 1. Support the National Military Strategy of engagement and the CINC's theater engagement plan.

DCSDOC International Engagement Goal 2. Enhance U.S. Army capabilities for combined/multinational operations.



TRADOC COMMAND PLAN DEPUTY CHIEF OF STAFF FOR SIMULATIONS AND ANALYSIS



Mission

Provide the necessary integration and coordination of simulations and analysis for Army systems, concepts, and requirements to achieve TRADOC goals.

Vision

To be a highly trained, experience-based, cohesive group of dedicated professionals who investigate, design, develop, and promote feasible solutions to the challenges of model, simulation, and analytical requirements development, and integration. The goal of our endeavor is an Army-wide applicable means of capitalizing upon existing technologies and developing future systems which enhances the decision-making of Army leaders, the efficient allocation of Army resources, and the combat effectiveness of the Army's fighting force.

Goals

The ODCSSA goals are designed to support the vision and mission of the DCS in support of CG, TRADOC. They constitute the two major areas of responsibility for the office - Models and Simulation (M&S) and Analysis. The goals for M&S represent the office focus to capitalize upon existing technologies and develop future systems. This is done by ensuring the effective crossdomain coordination of M&S requirements and the implementation of appropriate policies and procedures to provide TRADOC and the Army with decision-making applications to enhance TRADOC mission accomplishment. One goal for Analysis is focused upon application of the state-ofthe-art analytical tools by ODCSSA, TRADOC analytical centers, and Army analytical organizations. The objective of this effort is to provide the CG, TRADOC with the best decision-making capability possible. Another goal for Analysis is focused upon providing TRADOC with the most advanced and current analytical repository of studies and research institutions possible. Through proactive development and constant cross-institution coordination of critical issues for analysis, Analysis Directorate helps provide the analytical rigor to support Army acquisition and policy initiatives. By providing the tools, the database, and the institutions for analysis, ODCSSA endeavors to continue to be a key element in the decision-making and execution of those activities essential to the accomplishment of the TRADOC mission.



DCSSA Goal 1. Ensure all aspects of cross-domain management are integrated and conducted with respect to the approval of Army Model and Simulation (M&S) requirements in a timely and accurate manner across the M&S domains.

DCSSA Goal 2. Facilitate the implementation of TRADOC policy, procedures, and guidance for M&S internal and external to TRADOC.

DCSSA Goal 3. Take the lead in the coordination of key simulation programs which involve multiple domains.

DCSSA Goal 4. Develop, coordinate, and implement TRADOC policy, procedures, and guidance for analysis as the primary TRADOC POC on analysis.

DCSSA Goal 5. Conduct effective quick reaction analyses in support of the CG, TRADOC and the HQ TRADOC staff.

DCSSA Goal 6. Effectively develop and manage the TRADOC Study Program (TSP) and TRADOC input to the RAND Arroyo Center Study Agenda.

DCSSA Goal 7. Serve as the TRADOC "focal point" for analytical efforts and studies within the MACOM, across the Army and other services/agencies; maintain "situational awareness" of pertinent study and analytical efforts affecting TRADOC goals, missions, and objectives in order to take full and timely advantage of leveraging.







The TRADOC DCSINT is the Senior Intelligence Officer for TRADOC, the Commander's primary intelligence advisor, and TRADOC threat approval authority. DCSINT provides current intelligence summaries and future threat and environmental assessments in support of Combat Developments, Force XXI, Army After Next, Army Transformation, and all aspects of TRADOC modeling and simulation. DCSINT serves as Executive Agent for the Army's Opposing Forces programs (Active, Reserve, and National Guard). DCSINT is responsible for all aspects of security (personnel, information, foreign disclosure) to include counterintelligence measures in support of force protection, and threat to automation. DCSINT executes staff supervision over the TRADOC Staff Weather Officer.

Vision

Develop a common operational environment that more closely replicates current and future deployment/employment conditions for ground forces and serves as the benchmark for training, combat development, and experimentation. Fulfill responsibility as TRADOC Senior Intelligence Officer by improving effectiveness and timeliness of intelligence and threat support across the Command. Improve command force protection posture through proactive counterintelligence, personnel, and information security as well as foreign disclosure programs. Make the DCSINT a challenging and rewarding place to work and grow professionally.

Goals

The overarching goal of the DCSINT is to serve as TRADOC's agent for change to facilitate evolving the operational environment into the 21st Century. In addition, the DCSINT will focus on implementing a more responsive command intelligence/threat support organization, supported by a



fully automated all-source intelligence information system. The DCSINT will improve the security posture of the command by developing programs to identify and protect key technologies, improving timelines and efficiency of the foreign disclosure process, and reducing the number of initial entry training security holdovers.

DCSINT Goal 1. Institutionalize current and future operational environment perspective. Develop trends, scenarios, and forecasts as they pertain to Army Transformation, the Initial Brigade Combat Team, the full training spectrum (from the classroom to the combat training centers), and other required TRADOC missions. Partner with Joint and others to further refine the concept.

DCSINT Goal 2. NLT 30 Sep 07, expand and empower the Red Franchise as the conceptual model to achieve Goal 1 for threat support to combat developments, doctrine development, training, the Army Experimentation Campaign Plan (AECP), simulations, modeling, and wargaming for all TRADOC, DA, joint, interagency, combined, and allied force applications.

DCSINT Goal 3. Maintain a low number of Initial Entry Training (IET) security holdovers within TRADOC.

